

Discussion board post response

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Response to Leadership Discussion Response to Leadership Discussion Kelly Leonard, I am of the same opinion that trust, communication, respect, and support are key elements in a healthy manager-employee relationship. In my organization, communication is important in communicating organizational objectives in a bid to help employees understand their responsibilities better. It is through respect and trust that employee are able to open up and share their problems with their managers as they believe that the manager will not breach their confidentiality (Laureate Education Inc, 2006). In so doing, the manager in my organization is able to guide employees in dealing with their problems and give them the support they need to be able to concentrate on their work. Kelly Leonard, my organizations approach is analogous to yours in that trust, communication, respect, and support are the key elements that support healthy relationships between managers and employees in our organizations.

Jayne Davey, I support your statement that you would incorporate relationship building and optimism to transform your working environment. Being enemies in the workplace will automatically affect communication and this translates to a strained relationship. Conflicts is one of the issues that contribute to strained relationships and managers ought to focus their attention to implementing action plans that avert any likelihood of conflicts arising in the workplace. This can be achieved through teamwork and collaboration (Muha and Manion, 2010). Teamwork enables employees to understand their colleagues at a personal level and therefore understand how to handle each other. For instance, understanding the strengths and weaknesses of a colleague will guide one to identify how to engage the

colleague in various projects as well as areas he or she would require assistance and support. Healthcare institutions with a collaborative culture rarely witness conflicting situations among employees since problems are resolved before they escalate. In a nutshell, your approach to transform your working environment through relationship building would definitely result to positive outcomes.

References

Laureate Education, Inc. (Executive Producer). (2006). *Fostering a positive workplace*. Baltimore, MD: Author.

Muha, T. M., & Manion, J. (2010). Using positive psychology to engage your staff during difficult times. *Nurse Leader*, 8(1), 50-54.